

Building a Community of Communities at First U

Prompts for Discussion

1. Describe your community or group. What is the current state of your community group. You may consider the following in your description of the group.

- What is function/purpose/mission
 - Originally charged by the board to guide the congregation in the process of adopting the 8thP
 - This working group will remain the primary vehicle for 8th principle work
Formulate goals Create plan Work with congregation on implementation of plan
The working group is charged with continuing to work with board on a regular basis
- How decisions are made?
 - Discussion
 - Direction from the Board
 - Asking for input to build a consensus
 - A process that is responsive to input
 - 8thP Minute?
 - Questions? What does the group do to maintain consensus?
- How do members join?
 - Contant announcements
 - No approval process/Open to non-members?
 - Mechanisms
 - Someone indicates interest
 - Board appointment
 - Is a Board liaison a hierarchical process?
 - Currently exists within the larger Committee Structure?
- Is there a membership criteria
 - Closed vs open (do you need to be a member of First U)
 - Friend or member of First U. - Not necessarily
- Meeting/event/function structure
 - Email communication
 - Zoom meetings
 - Newsletter Announcement
 - Worship Services
 - Workshops
 - Book Discussions
 - Outreach?? - External Contacts
 - Receiving/Sharing info
 - Social Justice
 - SJM meetings

- Learning Community Meetings
 - Sharing information in the FirstU Community
- How is programming created?/delivered?
 - Services
 - Facilitated dialogues
 - 8P Minutes
 - Board discussions
 - Workshops
 - Develop materials internally
 - Consulting outside experts and resources
 - Tapping into UU resources
- 2. Does your group have a relationship to the UU principles including the 8th principle to dismantle racism and other oppressions
 - Explicitly, but also implicitly, in that we questions HOW we accomplish our mission in harmony with the 8th principle.
- 3. Where is your group/committee in the work to ground the 8th Principle into your thinking, decisions, and actions?
- 4. Where do you see yourself on the chart? ([Shared Tracking ARAOMC Draft](#))
- 5. What changes do you think this group should make to better include the 8th principle into the groups framework
 - Covenant
 - Meeting structure
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Things to consider when discussing potential changes to the committee to make it more inclusive and to align with the 8th principle.

(List comes from [Widening the Circle - Communities](#))

1. On a scale of 1 to 10, how important to the work of your committee is the 8th principle.
2. What policies and practices promote multiculturalism and eliminate racial bias within your group? (For Board and bylaws as well.)
3. How are your members chosen? How are your members equipped to learn to respect and honor racial, generational and cultural diversity?
4. How are the voices of those historically marginalized not represented in discussions and decisions?
5. How do leaders within your group show that they value diversity on an ongoing basis?
6. How is anti-bias education built into your group's yearly cycle?

7. What stories or anecdotes illustrate how your group engages in practices that counter these practices of white-normed culture: perfectionism, defensiveness, valuing quantity over quality, worship of the written word, conflict avoidance, paternalism, either/ or thinking, power hoarding, paternalism, false sense of urgency, assuming a right to comfort, and individualism.